



Agenda Date: 4/18/2006
Agenda Placement: 6P

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Shelli Brobst for Randy Snowden - Director
Health & Human Services
REPORT BY: Theresa Richmond, Chief Operations Officer, 259-8176
SUBJECT: Amend Departmental Allocation List - HHSA

RECOMMENDATION

Human Resources Director and the Director of Health and Human Services request adoption of a resolution amending the Departmental Allocation List for the Social Services Division of the Health and Human Services Agency to delete four (4) (S) Supervising Mental Health Counselor II and add four (4) (S) Social Worker Supervisor II positions, effective April 22, 2006.

EXECUTIVE SUMMARY

Approval of the requested action will reclassify certain Supervising Mental Health Counselor II positions as Social Worker Supervisor IIs. This conversion was requested by Merit Systems to appropriately reflect the social services work the incumbent employees perform.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	For the remainder of Fiscal Year 2005-2006, the cost (\$5,907) of reclassifying four Supervising Mental Health Counselor II positions to Supervising Social Worker IIs will be funded by the Child Welfare Services allocation (18%), the SB 163 Wrap-Around trust (26%), the Family Preservation program allocation (10%), and the County General Fund (46%).

The cost of reclassifying the positions in Fiscal Year 2006-2007 will be included in the Agency's budget request.

Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	These positions are located in Social Services and perform Social Services work. They currently hold Mental Health job classifications (Supervising Mental Health Counselor II) and thus are inappropriately classified. Merit Systems has directed the County to correct this problem and appropriately classify these employees as Social Worker Supervisor IIs.
Is the general fund affected?	Yes
Future fiscal impact:	These employees will be paid as Social Worker Supervisor IIs on a permanent basis. The additional annual cost resulting from the reclassification of these four employees will be budgeted each year.
Consequences if not approved:	The employees will be inappropriately classified, and the Agency would encounter difficulties in filling future vacancies.
Additional Information:	None

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Child Welfare Services supervisors in HHSA's Social Services division have historically been classified as Supervising Mental Health Counselors (SMHC), a reflection of the priority assigned in the past to horizontal integration within HHSA. However, the SMHC classification typically is used for mental health positions. The Supervising Social Worker position, on the other hand, is sanctioned by Merit System Services and, when posted, easily understood by job seekers interested in social services positions.

Due to Napa County's use of the mental health classification, HHSA has had difficulty attracting appropriately qualified external applicants for CWS supervisory positions. In response to Merit Systems Services' concern regarding the Agency's use of mental health classifications for social services positions, and in an effort to attract qualified candidates, the Agency is requesting the conversion of four Supervising Mental Health Counselor positions to the Supervising Social Worker classification, effective April 22, 2006.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Lorenzo Zialcita